

10:18:01

1 A. When you say "failure to do the job," what do  
2 you mean?

10:18:04

10:18:04

3 Q. Well, say they have job duties and  
4 responsibilities and a job description and they're not  
5 fulfilling their job description.

10:18:09

10:18:12

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6 A. I guess.

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10:18:28

7 Q. Okay. Do you think that insubordination is a  
8 good and valid reason to discipline an employee if  
9 they're being insubordinate to their employer?

10 A. Yes.

10:18:31

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10:18:38

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10:18:45

11 Q. Do you agree that an employee's failure to  
12 follow company policies, if they didn't follow the  
13 policies that were set forth by a company, that would  
14 be a good and valid reason the business could make a  
15 discipline decision?

10:18:48

16 A. Not the only reason, yes.

10:18:51

10:18:53

17 Q. But could be one consideration; right?

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10:19:00

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18 A. Yes.  
19 Q. Let's say, for example, that when an employee  
20 gets repeated notices of disciplinary issues or  
21 counseling issues or letters of reprimand regarding  
22 deficiencies in the job, that that might be a reason  
23 also an employer could consider taking disciplinary  
24 actions?

25 A. Yes.

10:19:20

1 Q. All right. Now, when you worked at Judson, how  
2 long do you -- you said you started about 1991?

10:19:28

3 A. Yes.

10:19:32

4 Q. August 1991 sound correct?

10:19:35

5 A. Yes.

10:19:38

6 Q. Okay. And let me go ahead and mark Plaintiff  
7 Deposition Exhibit Number 2, and I'll hand a copy to  
8 your attorney and represent to you that that is your  
9 application to Judson. I'll give you a chance to look  
10 at it. Does it look familiar?

10:19:45

10:19:49

10:20:02

10:20:05

10:20:34

11 A. Yes, it does.

10:20:36

12 Q. Did I give you a chance to look at it?

13 A. Yes.

10:20:38

14 Q. And is that your application for employment at  
15 Judson?

10:20:41

10:20:41

16 A. Yes, it is.

10:20:43

17 Q. Okay. And do you see the date up at the top,  
18 the date of application, it says March 25th, 1991?

10:20:45

10:20:50

19 A. March 26th, yes.

10:20:53

20 Q. Okay. Does that say 26 or 25?

10:20:55

21 A. Oh, I'm looking at this stamp. Okay. It says  
22 25.

10:20:58

10:21:01

23 Q. Okay. You're right. There is a stamp on there  
24 that says March 26th. Maybe that's when the district  
25 stamped receiving it.

10:21:03

10:21:06

10:21:06

1 A. Okay.

10:21:07

2 Q. Looks like you filled it out on the 25th.

10:21:10

3 Would that be fair to say?

4 A. Yes.

10:21:21

5 Q. Okay. And do you remember who you interviewed

10:21:23

6 with there at Judson?

10:21:26

7 A. Yes Mr. Steve Blackman.

10:21:36

8 Q. And do you know who hired you?

10:21:38

9 A. Mr. Blackman.

10:21:39

10 Q. And did Mr. Blackman have to make a

10:21:43

11 recommendation to the superintendent so that the board

10:21:45

12 could take some action?

10:21:47

13 A. I'm sure he did.

10:21:48

14 Q. Because Mr. Blackman didn't have authority to

10:21:50

15 hire you without board approval; correct?

10:21:52

16 A. Correct.

10:21:55

17 Q. And the board of trustee is the governing body

10:21:58

18 of the district and really no one in the district can

10:22:00

19 do anything without the approval of the entire board;

20 is that correct?

10:22:03

21 A. Yes.

10:22:09

22 Q. Do you remember what your original position

10:22:12

23 was?

10:22:12

24 A. I think reading teacher.

10:22:14

25 Q. And was Mr. Blackman your supervisor?

10:22:16

1 A. Yes.

10:22:20

2 Q. And how long was he your supervisor?

10:22:26

3 A. I'm not good with dates, so --

10:22:31

4 Q. Two years? Five years?

10:22:34

5 A. Possibly two or three years.

10:22:42

6 Q. Okay. And you said your sister worked at the

10:22:48

7 district. Did she start about the same time or did

10:22:50

8 she -- was she already working there and that's how you

10:22:52

9 heard about the district?

10:22:53

10 A. I didn't hear about it through my sister. She

10:22:55

11 was already there, but I had an interest in it way

10:23:03

12 before that. So I didn't hear about it through her.

10:23:06

13 Q. Okay. But did you ask her about it? Did

10:23:08

14 she -- did you ask her if she liked working there or

10:23:11

15 find out if she didn't like working there so you could

10:23:14

16 void it if she didn't?

17 A. No.

10:23:16

18 Q. No? Okay. So you didn't ask her one way or

10:23:22

19 the other?

10:23:22

20 A. No.

10:23:28

21 Q. So from 1991 to 2005 is when you worked at the

10:23:35

22 district?

23 A. Yes.

10:23:37

24 Q. That's about 14 years?

25 A. Yes.



10:23:42

1 Q. Safe to say that you enjoyed working there if  
2 you worked there 14 years?

10:23:44

3 A. Yes.

10:23:46

4 Q. Okay. Would you have wanted to continue  
5 working there?

10:23:49

6 A. Yes.

10:23:53

7 Q. Okay. And at some point there was a decision  
8 made to nonrenew your contract?

10:23:56

9 A. Yes.

10:24:00

10 Q. Would you have wanted to continue working there  
11 had your contract not been nonrenewed?

10:24:02

12 A. Yes.

10:24:09

13 Q. So you wouldn't have wanted to leave had your  
14 contract not been nonrenewed?

10:24:12

15 A. That's right.

10:24:14

16 Q. Were you generally treated well?

10:24:15

17 A. At what time?

10:24:18

18 Q. During the 14 years that you were employed  
19 there.

10:24:22

20 A. Generally, yes.

10:24:22

21 Q. Did you get pay raises every year until the  
22 year your contract was nonrenewed?

10:24:32

23 A. If the pay raises were given, all teachers  
24 received pay raises, if that was the norm at that time.

10:24:38

25 Q. So there was never a year that you didn't get a

10:24:43

10:24:46

1 pay raise?

10:24:51

2 A. I'm not understanding this question because pay  
3 raises were granted, all teachers received them.

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10:24:58

4 Q. Everybody got them?

10:24:59

5 A. Everybody got them.

6 Q. Right.

10:24:59

7 A. So I don't understand the question.

10:25:01

8 Q. Well, there was never a year that you didn't  
9 get an increase in your pay; right?

10:25:03

10:25:05

10 A. If it was -- my understanding is, if -- if that  
11 was what was to be granted to teachers, every teacher  
12 received the pay raise.

10:25:09

10:25:13

10:25:15

13 Q. Okay. And you never were left out of that if  
14 it was to be given --

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10:25:18

15 A. I didn't think they could leave anyone out of  
16 it.

10:25:21

10:25:22

17 Q. Right. So --

10:25:23

18 A. That was my understanding of it.

10:25:25

19 Q. Right. And so --

10:25:27

20 A. I received the pay raise.

10:25:30

10:25:33

21 Q. Okay. That's what I'm trying to find out. And  
22 what I'm going to do is give to you deposition -- what  
23 has been marked as Plaintiff's Deposition Exhibit  
24 Number 3, and show you -- give you a chance to look at  
25 that. Does that look about right to you? Did I give

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1 you a chance to review it?

10:27:21

2 A. Yes. It looks about right.

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3 Q. Okay. And -- and I'm looking at the first

10:27:28

4 page. It shows the beginning date of 8/19/91 and it

10:27:35

5 talks about a campus assignment of 42. Do you know

10:27:37

6 what that campus assignment was? Do you see where I'm

10:27:42

7 looking, right above beginning date?

10:27:50

8 A. That -- that was the campus number, if I recall

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9 correctly, but that's all I know.

10:27:59

10 Q. And do you -- so you don't know what that 42

10:28:03

11 stands for, you don't remember the campus that you

10:28:05

12 worked at when you first started?

10:28:07

13 A. I worked at Kitty Hawk.

10:28:10

14 Q. So --

10:28:10

15 A. But I'm not -- yeah, those were the numbers for

10:28:21

16 the campuses.

10:28:21

17 Q. So 42 would be Kitty Hawk?

10:28:24

18 A. I think.

10:28:30

19 Q. And I'm not sure I've provided it for the

10:28:32

20 record, but what we're looking at here are salary

10:28:36

21 worksheets for -- for you, Ms. Garrett, from the date

10:28:38

22 of your employment through the end of your employment,

10:28:47

23 8/19/91 through 6/2/2005. And so what you just relayed

10:28:54

24 to me was that the home campus or the campus

10:28:58

25 assignment, there's a number beside it, and when you